

Zhejiang Huayou Cobalt Co., Ltd

Conflict Protection Policy

1. Introduction

With the increasing global attention to sustainable development, environmental protection, and respect for human rights, Zhejiang Huayou Cobalt Co., Ltd. (hereinafter referred to as "Huayou Cobalt", "the Company" or "we"), as a high-tech enterprise engaged in the research and manufacturing of new energy lithium batteries and cobalt new materials, deeply understands the potential conflict risks that may be faced in business operations, including resource competition, community conflicts, environmental damage, etc. To effectively prevent and respond to these conflicts, safeguard the interests of the company, the safety of employees, and the harmony and stability of the local community, this conflict protection policy is formulated.

2. Scope of Application

This policy applies to all employees (including full-time and part-time employees) of Huayou Cobalt's subsidiaries worldwide, and we require suppliers to comply with our company's conflict protection policy.

3. Governance Structure and Responsibilities

3.1 The Board of Directors, as the highest responsible body, approves and fully supports the implementation of this policy; The ESG and Sustainable Development Management Committee is responsible for the interpretation, guidance, and continuous improvement of the policy, and for monitoring and guiding the implementation of the policy.

3.2 The ESG and Professional Sustainability Team is responsible for carrying out specific work tasks, integrating conflict protection work into daily operations, and regularly reporting on work progress and effectiveness.

4. Policy Statement

We are committed to establishing a safe, healthy, and violence free work environment, respecting the rights and demands of all stakeholders, and seeking consensus and cooperation with an inclusive mindset. By strengthening risk assessment, establishing warning

mechanisms, and promoting communication and negotiation, potential conflicts can be identified and prevented in advance. The company strictly abides by relevant domestic and international laws and regulations, international standards, and industry norms to ensure the legality and compliance of business activities. At the same time, we focus on the coordination and unity of environmental protection, social responsibility, and economic benefits, and promote the common development of business activities and local communities.

5. Conflict Risk Identification and Assessment

- 1) Risk assessment: We regularly conduct comprehensive risk assessments of the regions, projects, supply chains, etc. involved in the company's business, identifying potential conflict risk points.
- 2) Risk monitoring: We establish a risk monitoring mechanism to track changes in domestic and international politics, economy, society, and other aspects, and adjust risk response strategies in a timely manner.

6. Conflict Prevention Measures

- 1) Strengthen communication and consultation: We establish a regular communication mechanism with local governments, communities, non-governmental organizations, and other stakeholders to timely share information, listen to opinions, and solve problems.
- 2) Improve supply chain management: The company rigorously screens and evaluates suppliers to ensure compliance with relevant laws, regulations, and ethical standards.
- 3) Promoting community development: We actively participate in the construction and development of local communities, providing employment opportunities, improving infrastructure, supporting public welfare undertakings, etc., enhancing close ties and mutual trust with local communities.
- 4) Environmental protection: We take strict environmental protection measures to reduce the damage and pollution caused by business activities to the environment, actively carry out ecological restoration and environmental protection publicity.

7. Conflict Response and Resolution

- 1) Emergency response: We establish an emergency response mechanism, develop

emergency plans, and ensure that we can respond and handle conflicts quickly and effectively.

- 2) Mediation and negotiation: When conflicts arise, we actively seek ways to mediate and negotiate, work with stakeholders to find solutions, and avoid escalation of the conflict.
- 3) Legal aid: When necessary, the company seeks legal support and assistance to safeguard the interests of the company and employees through legal channels.

8. Supplement

This policy is effective from the date of approval by the Board of Directors, and we will regularly refine and update it to ensure that it meets the changing expectations of various stakeholders and adapts to changes in relevant guidelines and standards.